

## Introduction

For the first time in April 2018, UK companies employing 250 or more employees were required to report on their gender pay gap. It is important to note that the gender pay gap reporting figure is different to equal pay, which has been illegal since 1970. The Gender pay gap is therefore not reporting disparities in earnings between men and women doing the same job.

Gender pay gap reporting assesses levels of equality in the workplace in terms of male and female participation by understanding the difference in average earnings of men and women across the entire organisation, including their bonuses.

In April 2018 when we reported our gender pay gap for the first time, the figure looked at our average pay gap as at 05 April 2017. This figure was 24.41%. We acknowledged that our Gender pay gap was higher than we would like and we committed to reducing it.

This gap was due entirely to the relative number of men and women at senior management levels within the business and is not a disparity for colleagues doing the same job.

As with many manufacturing businesses we have traditionally employed more females in our front line operations, with the majority of our employees being long servers.

At Aimia we are committed to treating our people equally, regardless of their age, disability, gender, race, religion or belief, sex, sexual orientation, marriage and civil partnership or pregnancy and maternity.

Aimia Foods Gender Pay Gap			
		2018	2019
Mean GPG	The mean figure shows us the difference between the average male employee's, and the average female employee's pay	22.63%	21%
Median PGP	The median figure shows the difference between the midpoint in male, and female employees pay when they are ranked from lowest to highest	23.41%	7%
Mean Bonus GPG	This shows the mean difference in the average bonus pay for men and women	0%	58%
Median Bonus GPG	This shows the difference between the midpoint in male and female employee's bonuses when ranked from lowest to highest	0%	47%
Proportion of Male Receiving Bonus	% of male employees that received a bonus	0%	15%
Proportion of Female Receiving Bonus	% of female employees that received a bonus	0%	16%
Lower Pay Quartile Female	This shows how many of our female employees are in the lower pay quartile when all of our employees' wages are ranked from lowest to highest	61%	51%
Lower Pay Quartile Male	This shows how many of our male employees are in the lower pay quartile	39%	49%

	when all of our employees' wages are ranked from lowest to highest		
Lower Middle Pay Quartile Female	This shows how many of our female employees are in the lower middle pay quartile when all of our employees' wages are ranked from lowest to highest	32%	25%
Lower Middle Pay Quartile Male	This shows how many of our male employees are in the lower middle pay quartile when all of our employees' wages are ranked from lowest to highest	68%	75%
Upper Middle Pay Quartile Female	This shows how many of our female employees are in the upper middle pay quartile when all of our employees' wages are ranked from lowest to highest	41%	36%
Upper Middle Pay Quartile Male	This shows how many of our male employees are in the upper middle pay quartile when all of our employees' wages are ranked from lowest to highest	59%	64%
Upper Pay Quartile Female	This shows how many of our female employees are in the upper pay quartile when all of our employees' wages are ranked from lowest to highest	26%	30%
Upper Pay Quartile Male	This shows how many of our male employees are in the upper pay quartile when all of our employees' wages are ranked from lowest to highest	74%	70%

Our gender pay gap has continued to fall since we first reported our figures; in 2018 our headcount grew by 3.5%, with a 9.3% increase in female employees. In 2018 12 female employees were promoted into more senior positions, and an equal number of men and women received a salaried merit increase (outside of RPI increases) throughout this period.

In 2019, we increased our female headcount by 6% and 9 female employee's successfully secured internal promotions. Across the pay quartiles, the number of females in the lower quartiles has reduced; additionally the number of female employees in the upper quartile has increased by 4%.

During 2019 we committed to the following actions:

Reviewing all of our policies to ensure fairness for all employees	A full review of all policies was undertaken which resulted in a refresh of the employee handbook, which was launched in 2020
Reflect on any findings from the Gender Pay Gap reporting when considering any future pay review.	Findings were reflected on and of those that received a merit increase, 45% were male and 55% were female.
Relaunch our Equal Opportunities Policy and Code of Conduct	Our Code of Ethics was communicated to all employees, and our Equal Opportunities Policy was refreshed and relaunched as part of the new Employee Handbook
Carry out a detailed and thorough senior	A succession and workforce plan was completed

management succession planning process	which identified high performing individuals, of these 54% were female
Conduct training in business ethics.	Training in business ethics was not completed in 2019, and we endeavor to roll this out in 2020

During 2020 we will commit to:

- Continuing to reflect on our Gender Pay Gap when considering any pay review
- Review all of our policies to ensure they continue to reflect the highest standards of equality
- Conduct training in business ethics
- Continue to develop those employees identified as high potential via the succession planning tool, supported by the Senior Leadership Team, as well as widen the selection pool to allow access to development opportunities to more employees.